



## ON CREATING A BOND: THE BIG FIVE PERSONALITY TRAITS AND THE PERFORMANCE OF NCC CADETS

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### ABSTRACT

Personality traits in candidates of National Cadet Corps are central issues in research in the emerging leadership prominent society. However, the current literature offers little guidance on the relationship between personality traits and performance in National Cadet Corps Personnel and how they work together to improve their performance. This study investigates the influence of Five-Factor traits and performance of national cadet corps personnel. The paper concludes with educational implications, limitations and future research propositions.

**KEY WORDS:** Personality traits, NCC Cadets, Performance.

### Introduction

Young minds serve as an asset to the country's future development. Channelizing the career choices and managing the human resource in a productive way, brings unprecedented changes in the economy of a country. Knowledge economy and the information age greet young minds with enormous career choices. Though there are many career options available today, the desire to serve the people and nation is central to the adolescence period. NCC opines to express the nationalistic spirit among the adolescents. At this instance, the study gains importance in addressing the need for creating a sustainable younger generation, by examining the role of personality traits in the performance of NCC cadets. The purpose of the research is to explore the possible relationship between the five factor personality traits and the performance of national cadet corps. On exploration the research contributes to the existing literature as follows by providing linkage between the said variables and the need to favour personality building in educational institutions.

### Five Factor Personality Traits – a view

Personality refers to the set of invisible characteristics and practices that lie behind a relatively stable pattern of behavior in response to ideas, objects, or people in the environment (Daft, 2011).

Before getting into the examination it is appropriate to get introduced into the five factor personality theory. The so-called “five factors” are conscientiousness, agreeableness, extraversion, emotional stability and openness to experience. The conscientiousness character of a person indicates the capacity to be responsible, achievement-striving, dependable, efficient, organized, hardworking and persevering. Agreeableness refers the tendency to be sympathetic, helpful, friendly, tolerant, trusting, good-natured, courteous and cooperative. An extraverted person is understood to be ambitious, reward-seeking, gregarious, sociable, adventurous and assertive. Emotional stability refers to the ability to remain calm, resilient, even-tempered, tolerant of stress, well-adjusted and self-confident. Finally, openness to experience indicates the capacity of a person to be broad-minded, imaginative, perceptive, intelligent, creative, curious and cultured.

### National Cadet Corps:

Activities which complement but are not part of the conventional academic curriculum are known as co-curricular activities. It means that Co-curricular activities are those activities which fall outside the regular academic curriculum yet they are a part of schooling or collegiate life. Co-curricular activities provide meaning to the education system thereby helping in cultivation of different hobbies and interests. These activities include literary, sports, excursion, dramatics, scouting etc. It is concerned with the integrated development of the personality of an individual; his physical, cultural, aesthetic, social, mental and emotional aspects. The purpose of initiating these activities in the school apart from the academics is to train the student's mind in such a way where the student can relate these experiences with his/her academic achievement. National Cadet Corps (NCC) is one such co-curricular activity offered in our Indian school curriculum.

### Brief history of NCC in India

The NCC in India was formed with the National Cadet Corps Act of 1948. It was raised on 15 July, 1948. The origin of NCC can be traced back to the “University Corps”, which was created under the Indian defence Act 1917, with the object to make up the shortage of the Army. In 1920, when The Indian Territorial Act was passed, the “University Corps” was replaced by the University Training Corps (UTC). The aim was to raise the status of the UTC and make it more attractive to the youth. The UTC officers and cadets dressed like the army. It was a significant

step towards the Indianisation of armed forces. It was rechristened in the form of UOTC. So the National Cadet Corps can be considered as a successor of the University Officers Training Corps (UOTC) which was established by the British Government in 1942. During World War II, the UOTC never came up to the expectations set by The British. This led to the idea that some better schemes should be formed, which could train more young men in a better way, even during peace. A committee headed by Pandit H. N. Kumbhar recommended a cadet organization to be established in schools and colleges at a national level. The National Cadet Corps Act was accepted by the Governor General and on 15 July, 1948. The National Cadet Corps came into existence. After 1965 and 1971 wars NCC syllabus was revised. Rather than just being second line of defence, NCC syllabus laid greater stress on developing of leadership and officer like qualities. The Military training which the NCC cadet received was reduced and greater importance was given to other areas like social service and youth management.

The National Cadet Corps has its Head quarts at New Delhi. It is open to school and college students on voluntary basis. National Cadet Corps in a tri-services organization, comprising the army, navy and air force, engaged in grooming the youth of the country into disciplined and patriotic citizens. The National Cadet Corps in India is a voluntary organization which recruits cadets from high schools, colleges and universities all over India. The cadets are given basic military training in small arms and parades. The officers and cadets have no liability for active military service once they complete their course but are given preferences over normal candidates during selections based on the achievements in the crops.

The mission of NCC is to develop a human resource of organized, trained and motivated youth, to provide leadership and development of an individual with character, comradeship, discipline, leadership, secular outlook, spirit of adventure, and ideals of selfless service. With an on-look for personal and social relationship among NCC students, the five factor personality theory was explored for possible relationship leading to academic excellence.

### Binding personality traits and performance of NCC cadets

Personality traits are often predictors of behaviour, and as such they can be used as a guide for the way any given person will react to a situation (Saxena & Puri, 2013). Differences in personality, leadership style, attitudes and so forth can immensely affect leadership effectiveness (Maisarah, Nadia & Saiful, 2015). Hence a leader of good personality can easily communicate with other cadets and cooperate or give hand for each other in completing the intended tasks.

Differences in personality, leadership style, attitudes and so forth can immensely affect leadership effectiveness. Neurotic leader probably does not have positive attitudes towards work and may lack of confidence and optimism, which result in less ambition and less focus on career goals.

Though it is fairly difficult to figure out the appropriateness and adequacy of personality traits for National Cadet Corps, specific researches gives a bird's eye view of the essential personality traits. Self concept and participation in NCC was found both positively and significantly correlated. (Divya & Rajagopalan, 2014). In addition to that there is significant relation between personality and sensation seeking where sensation seeking is a trait defined by the seeking of varied novel, complex, and intense sensations and experience, and the willingness to take physical, social, legal and financial risks for the sake of such experience (Saxena & Puri, 2013). Relatively, neuroticism dimension of personality was significantly negatively correlated with sportsmanship, courtesy and altruism

dimensions of organisational citizenship behaviour (singh & singh,2009)

At the same time, the four variables extroversion, openness to experience, conscientiousness and agreeableness and agreeableness has shown the highest significant correlation with employee job performance. Conversely, neuroticism found negatively related with employee job performance (Maisarah, Sara & Saiful, 2016). Adding to that, extraversion and agreeableness are important predictors of Organisational Citizenship behaviour says Bakhshi, Rani & Kumar (2009). National Cadet corps induces leadership qualities and citizenship among the students. The following, four basic dimensions of leadership qualities given by Bowers and Seashore bonds the required qualities of NCC students in general and personality traits.

1. **Support:** Behavior that enhances someone else's feeling of personal worth and importance.
2. **Interaction Facilitation:** Behavior that encourages members of the group to develop close, mutually satisfying relationships.
3. **Goal Emphasis:** Behavior that stimulates an enthusiasm for meeting the group's goal or achieving excellent performance.
4. **Work Facilitation:** Behavior that helps achieves goal attainment through activities such as scheduling, planning, and providing resources such as tools, materials, and technical knowledge.

Thus researchers have been establishing relationship consistently between personality traits and leadership qualities. Interestingly, despite the obvious link between these two entities, little research has been done in identifying the links between personality traits and performance in NCC cadets. Aside from manipulating the relationship between five factor theory and performance of NCC cadets, it is essential to prove it with empirical evidence. Further research can be taken on this area of exploration that helps understand unpredicted results in this line.

Though, this conceptual study is a promising first effort in establishing the links between the two variables of study such as five factor personality theory and performance of NCC cadets, the concise brief on the study variables are insufficient which requires further investigation.

Contrary to the essentials of leadership qualities, adolescents who are the part of National Cadet Corps do not get involved in risky activities to seek the sensation of that. This shows that the cadets are taught not only to be patient but also aggressive at the suitable demand of the situation not just to sense the risk but in order to fulfil some motto (Saxena & Puri, 2013). Concluding, an educational institution is expected to mould the personality of an individual as environmental factors such as school and personal experiences plays a vital role in characterisation as stated in Erik Erikson's psychosocial theory. Providing a drain for aggressiveness through physical activity is also recommended by personality theories. So an educational institution should take strenuous efforts for physical development of the student through activities such as sports and NCC, and it is disheartening to say, that today's educational system trains cognitive abilities of the students at the cost of physical development.

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